

Annual EEO Public File Report
WJBK FOX 2 IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: June 1, 2017 to May 31, 2018

Stations Comprising Station Employment Unit: WJBK FOX 2, Detroit, MI

Section 1: Vacancy Information

[illegible]

Total Number of Persons Interviewed During Applicable Period: 43

Job Postings – When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunities / postings are also sent to various community outreach groups, schools and universities, as well as other Fox Owned-and-Operated Stations across the country.

All Fox O & O Stations:

<p>WNYW 5 (FOX) 205 E. 67th Street New York, NY 10021-6050 (212) 452-5701 Human Resources Director: Roselyn Barranda Jobline: (212) 452-3962 Email: myjobs@foxtv.com www.Fox5ny.com</p>	<p>WWOR-TV 9 (MyNetwork) 9 Broadcast Plaza Secaucus, NJ 07096 (212) 452-5701 Human Resources Director: Roselyn Barranda Jobline: (212) 452-3962 Email: myjobs@foxtv.com www.my9tv.com</p>
<p>KTTV 11 (FOX) 1999 S. Bundy Drive Los Angeles, CA 90025-5235 (310) 584-2284 Exec HR Director: Tonia Carter Fax: (310) 584-2288 Jobline: (310) 584-2280 Email: jobs@foxtv.com www.foxla.com</p>	<p>KCOP 13 (MyNetwork) 915 N. La Brea Avenue Hollywood, CA 90038 (310) 584-2283 Exec HR Director: Tonia Carter Fax: (310) 584-2288 Jobline: (212) 584-2280 Email: jobs@foxtv.com www.my13la.com</p>
<p>WFLD 32 (FOX) 205 N. Michigan Avenue Chicago, IL 60601 (312) 565-3015 Human Resources: Director: Sharming Scott-Nathan Email: wfld-hr@foxtv.com www.fox32chicago.com</p>	<p>WPWR 50 (MyNetwork) 2151 N. Elston Avenue Chicago, IL 60614 (312) 565-3015 Human Resources Director: Sharming Scott-Nathan Email: wfld-hr@foxtv.com www.fox32chicago.com</p>
<p>WTFX-TV 29 (FOX) 330 Market Street Philadelphia, PA 19106-2796 (215) 982-5215 Human Resources Director: Megan Young Fax: (215) 982-5488 Email: fox29hr@foxtv.com www.fox29.com</p>	<p>KDFW 4 (FOX) [KDFI 27–Independent] 400 N. Griffin Street Dallas, TX 75202 (214) 720-3149 Human Resources Director: Nicole Robles Fax: (214) 720-3014 Email: resumes@kdfwfox4.com www.Fox4news.com www.Fox4news.com/kdif-my27</p>
<p>KTVU-TV/KICU-TV 2 Jack London Square Oakland, CA 94607 Director of Human Resources: Christine Nohr (510) 874-0227 Email: www.ktvu.com</p>	<p>WAGA 5 (FOX) 1551 Briarcliff Road, NE Atlanta, GA 30306 (404) 898-0269 Human Resources Director: Regina Davis Fax: (404) 898-4426 Email: hratlanta@foxtv.com www.fox5atlanta.com</p>

WJBK 2 (FOX) 16550 W. Nine Mile Road Southfield, MI 48075 (248) 552-5233 Human Resources Director: Cynthia Smith Fax: (248) 557-2155 www.fox2detroit.com	KTBC 7 (FOX) 119 E. 10 th Street Austin, TX 78701 (512) 495-7024 Human Resources Director: Lisa Cordes Fax: (512) 494-2040 www.fox7austin.com
WTTG 5 (FOX) WDCA 20 (MyNetwork) 5151 Wisconsin Avenue, NW Washington, DC 20016 (202) 895-3232 Human Resources Director: Theresa Wilson Fax: (202) 895-3286 Email: wttg-hr@foxtv.com www.Fox5dc.com www.Fox5dc.com/my20dc	KRIV 26 (FOX) KTXH 20 (MyNetwork) 4261 Southwest Freeway Houston, TX 77027 (713) 479-2720 Human Resources Manager: Tracey Rivers Fax: (713) 479-2728 Email: krivjobs@foxtv.com www.Fox26houston.com
KSAZ-TV 10 (FOX) KUTP 45 (MyNetwork) 511 W. Adams Street Phoenix, AZ 85003 (602) 262-5150 Regional Human Resources Director: Diana Pike Fax: (602) 262-5123 Email: hr.phoenix@foxtv.com www.Fox10phoenix.com www.Fox10phoenix.com/my45	WTVT 13 (FOX) 3213 W. Kennedy Boulevard Tampa, FL 33609 (813) 870-7132 Regional Human Resources Director: Iris Sierra Fax: (813) 870-9890 Email: iris.sierra@foxtv.com www.Fox13news.com
KMSP-TV 9 (FOX) 11358 Viking Drive Eden Prairie, MN 55344 (952) 946-5607 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hrminnesota@foxtv.com www.Fox9.com	WFTC 29 (MyNetwork) 1701 Broadway Street, NE Minneapolis, MN 55413 (952) 946-5607 Human Resources Director: Kate O'Hara Fax: (952) 944-8296 Email: hrminnesota@foxtv.com www.Fox9.com/my29
WOFL 35 (FOX) 35 Skyline Drive Lake Mary, FL 32746 (407) 741-5169 Human Resources Director: Jean Fromm Fax: (407) 942-1796 Email: wofl-hr@foxtv.com www.fox35Orlando.com	WRBW 65 (MyNetwork) 2000 Universal Studios Plaza, #200 Orlando, FL 32819 (407) 741-5169 Human Resources Director: Jean Fromm Fax: (407) 942-1796 Email: wofl-hr@foxtv.com www.fox35Orlando.com

WOGX 51 (FOX) 4727 NW 53 rd Ave, Suite A Gainseville, FL 32653 (407) 741-5169 Human Resources Director: Jean Fromm Fax: (407) 805-0888 Email: wofl-hr@foxtv.com www.fox51wogx.com	WJZY 46 (FOX) WMYT 55 (MyNetwork) 3501 Performance Road Charlotte, NC 28214 (704)-944-3372 Human Resources: Karen Bouldin Fax: (704)-944-3472 Email: ftsadminjobs@foxtv.com www.fox46charlotte.com
FOX Stations Sales, Inc. (FSS) 205 E. 67 th Street New York, NY 10021-6050 (212) 332-9239 Human Resources Director: Dorian Kasuba Email: fss-hr@foxtv.com www.myfoxny.com	
<u>ADDITIONAL RESOURCES</u> For opportunities at other 21 st Century companies: http://www.21cf.com/careers	

Fox2detroit.com serves the community in a number of powerful ways. It provides Metro Detroiters/Michiganders with the latest news, weather and traffic information. Severe weather alerts are sent directly to viewers' emails along with breaking news and traffic emergencies. In addition, its community section has a list of public events and allows users to interact with each other in the form of blogs, discussion boards and through sharing of photos/videos. There is a dedicated page devoted to The Job Shop, that is renown in the area for its wealth of job search information, including coaching, resume writing, interview skills and, of course, job listings, which is fully interactive with the community. News and information is widely disseminated through this vital and active tool. Station information on fox2detroit.com includes: internship program, the aforementioned job listings, community events and activities throughout the viewing area, the Public File information and more. Our web also has direct links to many national and local sites. WJBK FOX 2's website attracts approximately 213,926 page views per day and approximately 58,278 unique visitors each day.

Section 2: Recruitment Source Information		
Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which Source Was Utilized
WJBK/FTS Career Site	27	Reporter/Anchor Fill-In, Producer/Writer, Photographer/Editor (Code 237), Sales Assistant, Reporter/Anchor, Photographer/Editor (Code 212), Director
WJBK Career Board		All positions
WJBK/21CF Career Site/FoxCareers.com	4	News Producer, News Associate Producer
WJBK Website	3	All positions
Dr. Jeffrey S. Smith, Ass't Professor, Internship Coordinator, Central Michigan University 306 Moore Hall, Mt. Pleasant, MI 48859		All positions
Lawrence Technological University 21000 West 10 Mile Road Southfield, MI 48075-1058		All positions
Dr. Marilyn Kritzman Department of Communications Western Michigan University 319 Sprau Tower Kalamazoo, MI 49008		All positions
Dr. Denise B. Maybank Michigan State University 153 Student Affairs Bldg. East Lansing, MI 48824-1113		All positions
L.A. Dickerson, Journalism Department Michigan State University 343 Communications Arts & Science Bldg. East Lansing, MI 48824-1212		All positions
Intern Coordinator, Dept. of Telecommunications Michigan State University 409 Communications Arts & Sciences Bldg.		All positions

East Lansing, MI 48824-1212		
Melissa Samuels, Ass't Director Work Experience & Placement Services Marygrove College 8425 W. McNichols, Detroit, MI 48221		All positions
Carol Anne Ketelsen, Career Consultant Oakland University Career Services Rochester, MI 48309-4401		All positions
Dr. Valerie Palmer-Mehta, Internship Director Oakland University 2200 N Squirrel Rd. Rochester, MI 48309-4401		All positions
Carol Jones, The Career Education Center University of Detroit Mercy 4001 W. McNichols, Reno Hall – 1 st Floor Detroit, MI 48221		All positions
Elissa Clemmons, Ass't Dean The Career Education Center University of Detroit Mercy 4001 W. McNichols, Reno Hall 1 st Floor Detroit, MI 48221		All positions
Ingrid Kroeger, Co-op & Internship Coordinator Madonna University 36600 Schoolcraft Livonia, MI 48150-1173		All positions
Katie Peters, Placement Advisor Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, MI 48075		All positions
Dick Kernan, VP of Industry Relations Specs Howard School of Media Arts 19900 W. Nine Mile Road Southfield, MI 48075		All positions
Dr. Carolyn Kraus, Internship Coordinator, Humanities University of Michigan Dearborn 4901 Evergreen Road Dearborn, MI 48128		All positions
Dr. Anthony McGill University of Michigan Flint 4116 William S. White Bldg. 303 E. Kearsley St. Flint, MI 48502-2186		All positions
Dr. Jack Lessenberry, Dept. of Journalism Wayne State University		All positions

563 Manoogian Hall		
Detroit, MI 48202		
Alicia Nails, Director, Journalism Institute for Media		All positions
Diversity, Wayne State University		
559 Manoogian Hall, Detroit, MI 48201		
Dr. Sam Fullerton, Intern Coordinator		All positions
Eastern Michigan University		
545 Owen Bldg.		
Ypsilanti, MI 48197		
Dr. Geoffrey Hammill, Internship Coordinator		All positions
Department of Communications		
Eastern Michigan University		
714 E. Pray-Harrold		
Ypsilanti, MI 48197		
Barbara J. Jones, Sr. Corp. Relations Manager		All positions
Eastern Michigan University		
200 McKenny Hall		
Ypsilanti, MI 48197		
Ebony Jones, Sr. Corp. Relations Manager		All positions
Eastern Michigan University		
200 McKenny Hall		
Ypsilanti, MI 48197		
Richard Berman		All positions
Center for Career & Professional Development		
Kalamazoo College		
1200 Academy Street		
Kalamazoo, MI 49007		
Kimmerly S. Piper-Aiken, Ass't Professor of Journalism		All positions
Wayne State University		
565 Manoogian		
Detroit, MI 48201		
Connie Morcom, Ass't Professor		All positions
Television & Digital Media Production		
Ferris State University		
1349 Cramer Circle, BIS 303		
Big Rapids, MI 49307-2737		
Career Services Office		All positions
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		
Wayne County Community College		All positions
Jonathan Cartwright		

801 W. Fort Street		
Detroit, MI 48213		
Euphemia Franklin		All positions
Southeastern Michigan Indians, Inc.		
26641 Lawrence		
Centerline, MI 48015		
Myrtle Wilburn, NAACP		All positions
1000 U Street, NW, Suite 100		
Washington, D.C. 20001		
Christie DeLozano		All positions
Latin Americans for Social/Econ. Dev.		
4138 West Vernor		
Detroit, MI		
Peter C. Charest, SMSgt, USAF (retired)		All positions
Civilian Jobs		
1825 Barrett Lakes Blvd		
Suite 300		
Kennesaw, GA 30144		
Michigan Association of Broadcaster		All positions
819 N. Washington Ave.		
Lansing 48906		
Dr. Keith Oppenheim, Broadcasting Internship Coordinator		All positions
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		
Solomon Miles		All positions
Uplift Community Foundation Job Referral Services		
6426 – 6 th Street, NW		
Washington, D.C. 20012-2662		
Craig R. Papas, Executive Director		All positions
Resolution Center/Macomb		
176 S. Main St. #102		
Mt. Clemens, MI 48043		
Larry Beery		All positions
School of Communications		
Grand Valley State University		
290 Lake Superior Hall		
Allendale, MI 49401		
Sandra D. Rice		All positions
The Emma L. Bowen Foundation for Minority Interest		
in Media, Inc.		
524 West 57 th Street		
New York, NY 10019		

Alonza R. Matthews, Director		All positions
Detroit Urban League		
Workforce & Career Dev. Center		
15770 James Couzen		
Detroit, MI 48238		
Howard University		All positions
School of Communications		
525 Bryant Street, NW		
Washingot, D.C. 20059		
Eileen Wilkins, Employer Relations		All positions
Bates College		
Office of Career Services		
31 Frye Street		
Lewiston, ME 04240		
Fay Givens		All positions
American Indian Services, Inc.		
1110 Southfield, Rd.		
Lincoln Park, MI		

Jenny Jarvis (Area on Aging)		All positions
Director of Communications Area Agency on Aging		
29100 Northwestern Highway, Suite 400		
Southfield, MI 48034		
Mary Lytle, Program Director		All positions
Livingston Mediation Center		
123 E. Washington, Box 138		
Howell, MI 48843		
Denise Van Hee, Program Coordinator		All positions
Southfield Michigan Works		
26000 Evergreen, P.O.2055, Southfield, MI 48037		
Wassim Mahfouz, Executive Director		All positions
Lebanese American Heritage Club		
4337 Maple Road		
Dearborn, MI 48126		
Sharon Synder, Director of Development		All positions
JVS		
29699 Southfield Rd.		
Southfield, MI 48076		

Sonia Harb, MSW, CSW		All positions
Director of Employment & Training		
ACCESS		
6451 Schaefer Rd., 2 nd Floor		
Dearborn, MI 48126		
Alison Vaughn, Executive Director		All positions
Jackets for Jobs		

5555 Conner, Suite 2097		
Detroit, MI 48213		
Jennifer Kluge, Executive Vice President		All positions
Michigan Business & Professional Association		
27700 Hoover Road		
Warren, MI 48093		
NATAS		
smottley@comcast.net – As of 9/28/17 changed to michigannatas@gmail.com		News Producer, News Associate Producer, Reporter/Anchor Fill-In, Producer/Writer, Photographer/Editor (Code 237), Sales Assistant, Reporter/Anchor, Photographer/Editor (Code 212), Director
Pure Michigan Talent Connect* Mytalent.org		Producer/Writer, Photographer/Editor (Code 237), Sales Assistant, Reporter/Anchor, Photographer/Editor (Code 212), Director
US.Jobs-Veterans Employment Center* http://us.jobs		News Producer, News Associate Producer, Reporter/Anchor Fill-In, Producer/Writer, Photographer/Editor (Code 237), Sales Assistant, Reporter/Anchor, Photographer/Editor (Code 212), Director
MetPlus-Michigan Employment and Training cpitts@metplus.org		News Producer, News Associate Producer, Reporter/Anchor Fill-In, Producer/Writer, Photographer/Editor (Code 237), Sales Assistant, Reporter/Anchor, Photographer/Editor (Code 212), Director
Boston University and Oakland University https://app.joinhandshake.com		News Producer, News Associate Producer, Reporter/Anchor Fill-In, Producer/Writer, Photographer/Editor (Code 237), Sales Assistant

Additional interviewees from other sources: (5) Employee Referrals. Also interviewed (1) referred from Jobfox.com and (3) referred from Indeed.com.

(*asterisk) These sources have requested to receive job postings from WJBK.

Section 3: Supplemental Outreach Activities

1. Outreach Initiatives

WJBK FOX 2 is dedicated to community involvement and promoting higher education and diversity, therefore all activities listed incorporate these components particularly, but not limited to organizations/efforts involving youth. Staffs involved in such activities discuss their responsibilities, educational background and other requirements of the job, as well as answer questions from the group in this regard. Following is a full listing of FOX 2's outreach initiatives that fit these categories:

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions:

Amy Cornwell, Executive Administrative Assistant

4-16-2018 Exhibitor, Specs Howard 2018 Career Fair, Southfield, MI

Laura Moore, Assistant News Director

4-16-2018 Exhibitor, Specs Howard 2018 Career Fair, Southfield, MI

National Outreach Participation – FOX Television Stations, Inc.:

6-12-13-17 Walter Cronkite School of Journalism and Mass communication 2017 NABEF Media Sales Institute, Will Curran,

Diana Pike

6-28-17 Emma Bowen Career Fair, New York, NY, Roselyn Barranda, Dorian Kasuba, Iris Sierra

7-27-28-17 Asian American Journalists Association Conference and Career Fair, Philadelphia, PA, Roselyn Barranda, Dorian Kasuba, Jim Driscoll, Lee Meier

8-9-13-17 National Association of Black Journalists Convention Center & Career Fair, New Orleans, LA, Iris Sierra, Tracey Rivers,
John Hoffman

Establishment of an Internship Program:

FOX 2 College Internship Program

Since its inception in the late 1970s, diversity has been the foundation of the FOX College Internship Program, which was developed to attract and assist minority and female students, making the station a leader in the Detroit television broadcast market in this regard. WJBK FOX 2 continues to offer the most comprehensive program. Now, we accept the best of the best, which means a fewer number of students, but this allows each student to get the most of this internship opportunity. Plus, this makes the program more exclusive, ultimately attracting the most qualified and ambitious juniors, seniors and graduate students who are enrolled in journalism, broadcast journalism and business curriculums. The students work a minimum of 15 hours per week and receive college credit at the successful conclusion of their internship. WJBK FOX 2 has developed additional educational aspects to the program as a way to give the students the skills they need to acquire a position in the broadcast industry. WJBK FOX 2 offers, broadcast writing seminars to help the students learn the correct way to write for television news. Qualified students also have the opportunity to work in all aspects of the station's operations, excluding technical positions under union mandate. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. **As many former interns are hired by FOX 2, the College Internship Program remains an integral component of our recruitment arm.**

Laura Moore, Assistant News Director

Ongoing Intern Writing Projects

Following is a list of the participating institutions from which we recruit:

- Albion College
- Arizona State University
- Baker College
- Central Michigan University
- Columbia College-Chicago
- DePaul University

- Eastern Michigan University
- Ferris State University
- Florida Institute of Technology
- Hope College
- Kalamazoo College
- Lawrence Technological University
- Madonna University
- Marygrove College
- Michigan State University
- Northern Michigan University
- Oakland University
- Specs Howard School of Media Arts
- Syracuse University
- University of Detroit Mercy
- University of Michigan
- University of Michigan-Dearborn
- University of Michigan-Flint
- Valparaiso University
- Wayne State University
- Western Michigan University

Below are the recruitment semesters during this period and the number of students selected for internships:

Fall Semester 2017	2 Students
Winter Semester 2018	1 Student
Spring/Summer Semester 2017	15 Students

Participation in job banks, Internet programs and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies):

“FOX 2 Job Shop”

An unstable economy and high unemployment were the inspiration for the FOX 2 Job Shop. The project began in 1998 and quickly became a key component of all Fox 2 newscasts and fox2detroit.com. Metro Detroit was hit hard by the crumbling economy – much of which was tied to turbulence in the auto industry. Fox 2 anticipated the community’s need for such information first by airing “Job Shop” specials, that ultimately evolved into a major franchise, with the “Job a Day” Feature, plus thousands of other job posting, career advice that has developed into a one-stop-shop that includes job search templates (cover letters, resumes, proper attire, etc.); the Job Shop Grad Guide for students transitioning into the world of work: networking opportunities and job fairs designed to help put the people of Michigan back to work. Job Shop’s steady growth and popularity have made it the first stop for those seeking broadcast television jobs at Fox 2, as well and is now an important feature on all Fox O & O Stations.

“The Hunt”

In the interest of providing real-life, relatable examples of local job seekers and their experiences, FOX 2 News continued to give viewers a unique perspective on the search for gainful employment with **The Hunt**, an original, documentary-style reality show created for fox2detroit.com. Launched June 16, 2014, we follow several selected Metro Detroiters as they search for employment in a tough town, during tough times. Along the way, the FOX 2 Job Shop team provides insight and resources to help them achieve their missions. Their experiences resonate with all job seekers, especially people seeking careers in broadcast television who watch this station intently, hoping to find the path leading to such careers.

“Media Club DPS Charles H. Wright Academy of Arts and Sciences”

In January- Fox 2 agreed to partner with DPS Charles H. Wright Academy of Arts and Sciences... to help launch a Media Club.

The principal's goal is to train her students to deliver a regular newscast. Our VP of Engineering and our Assistant News Director met with the principal to make recommendations for how she could achieve her goal. Additionally, the VP of Engineering developed a list of equipment needed to produce the news at different levels. The Assistant News Director, the Community Service Director and Josh Landon returned in March and worked with 15 students for more than an hour teaching them the elements of a news story and what stories should go into a newscast. The Assistant News Director, Community Service Director and Maurielle Lue returned the following week to teach interview techniques and more writing.

This is an ongoing partnership where we will send employees over to the school to work with the children at least twice a month.

Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting:

Emma L. Bowen Foundation for Minority Interests in Media, Inc.

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The student earns both salaries and match scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations has been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's board.

Courageous Persuaders Video Scholarship Competition

Inspired by the numerous incidents of teen drunk and drugged driving in Metropolitan Detroit, FOX 2 joined forces with the Detroit Auto Dealers Association and local advertising agencies in its support of the Courageous Persuaders video scholarship competition. Courageous Persuaders harnesses peer pressure and youthful exuberance by inviting high school students to join in a creative and entertaining competition to make a TV commercial about the dangers of alcohol/substance abuse. Courageous Persuaders is about replacing negative, dangerous images from movies, commercials and television, which portray drinking as "cool," with positive images that emphasize the dangers of underage and binge drinking. Not only does the Courageous Persuaders initiative provide high school students an opportunity to win scholarship money, but they are also viewed as role models by their peers and the younger middle school students who are the target audience for their message. The grand prize-winning commercial airs on TV as a public service announcement, and budding journalists get their first taste of broadcast TV.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions:

Fox Station Sales, an in-house national sales organization, maintains a program to train new sales account executives, which is actively supported by WJBK FOX 2's Sales Department. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television stations and sales offices throughout the United States. In addition to the aforementioned program, other efforts contributing to cross-department training are underway at WJBK FOX 2. They are as follows:

June 2017: Keith Stironek, VP Creative Service attended FPEC/Promax Conference, Las Vegas, NV, sessions included cutting edge and creative branding techniques

November 2017: News Photographers participated in New Live Truck Training – Operational instructions on use of two new live trucks

January 2018: News Editors were cross-trained on the Control Room Operations during live new program

2/13-2/16/2018 Cynthia Smith, Director of Human Resources attended Workday Training in New York, NY

March 2018: MCR Operators participated in Pikolo Training – Master Control Discrepancy Reporting system

April 2018: Keith Stironek and Nicole Hendrix participated in training sessions for Wide Orbit Programming update

7/17-7/22/2018: Photographers Doug Tracey and Kent Culpert traveled to Georgia as part of the FAA Training process to become certified in the use of drones in newsgathering process.

10/16-10/19/18: Photographer Mike Moore and Meteorologist Derek Kevra traveled to Georgia as part of the FAA Training process to become certified in the use of drones in newsgathering process.

Quarterly: News producers & writers participated in Chyron LUCI/AXIX Graphics system training via online refresher courses

Ongoing: Creative Services Mike Carloni and Jeff Blevins are currently enrolled in online UAV ground school in preparation for drone training and certification

Ongoing: Creative Services staff – online training/tutorials via Lynda.com regarding various relevant media software Applications

Ongoing: Producers and directors train weekly on new shots and techniques utilizing features present in our renovated Studio A, with meetings with management every third month to collaborate on the best practices.

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting:

Amy Andrews, Anchor

8-10-2017 Guest Speaker, Panelist CATCH Journalism Day Outing, Comerica Park

9-20-2017 Guest Speaker, Oakland University, Tigers Career Day, Comerica Park

10-19-2017 Guest Speaker, Rochester College

3-13-2018 Guest Speaker, John Page Middle School

3-15-2018 Guest Speaker, Simonds Elementary School

3-22-2018 Guest Speaker, Schwartzkopf Elementary School, Journalism Class

4-19-2018 Guest Speaker, Journalism Day, Oakland University

5-2-2018 Guest Speaker, Career Day, Oakland University

5-16-2018 Guest Speaker, Math Day, Oakland University

5-31-2018 Guest Speaker, Weather Day, Oakland University

Taryn Asher, Anchor/Reporter

12-7-2017 Guest Speaker, West Maple Elementary,

1-27-2018 Guest Speaker, St. Regis School of Detroit

3-6-2018 Guest Speaker, West Maple Elementary School (Reading Month)

Deena Centofanti, Anchor/Health Reporter

11-12-2017 Guest Speaker, Lake Orion High School

Gordie Connelly, Stagehand

Ongoing Instructor (TV staging /production), Wayne County Community College

M. L. Elrick, Reporter

Ongoing Mentorship, Michigan State University Journalism Student

Annually Adjunct Teaching Staff, *Fundamentals of Journalism*, University of Michigan-Dearborn

/Fall term

Annually Member, Michigan State University College of Communication Arts and Sciences Alumni

Board

Annually Member, Michigan Press Association Freedom of Information Committee

Annually Member, St. Clare of Monte Falco Catholic School Board

7-13-2017 Guest Speaker, The Role of Investigative Journalism, Michigan State University
 8-4-2017 Guest Speaker, Career Day, Youth Energy Squad, Detroit Public Schools
 9-29-2017 Guest Speaker, Michigan State University, Arts & Sciences
 10-16-2017 Mentorship, Michigan State University Journalism Student
 11-14-2017 Guest Speaker, Design Detroit, Educating Women and Minorities on Careers in Journalism
 1-17-2018 Guest Speaker, Multi-Media and Journalism Classes, Novi High School
 1-29-2018 Guest Speaker, Sports Journalism Class, Lawrence Technological University
 3-28-2018 Guest Speaker, Paint Creek Elementary

Erika Erickson, Reporter

12-11-2017 Speaker, Wayne State University Journalism Students

Anetra Gains, Executive Producer

3-18-2018 Guest Speaker, Harrison High School, Career Day

Hilary Golston, Reporter

10-30-2017 Guest Speaker, Meet the Candidates Forum Delta Sigma Theta
 11-11-2017 Mentorship, Journalism Student Michigan State University
 11-25-2017 Mentorship, Journalism Student Michigan University
 3-28-2018 Guest Speaker, Career Day, Academy for Business and Technology

Jennifer Hammond, Sports Reporter

3-15-2018 Mentorship, Detroit Cristo Rey High School Journalism Students
 5-16-2018 Mentorship, Detroit Cristo Rey High School Career Talk
 5-30-2018 Guest Speaker, Seaholm High School, Career Day.

Al Johnson, Planning Editor

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

James Jackson, Photographer/Editor

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Cynthia Johnson, Assignment Editor

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Gregg Kanner, Producer, Sports

Ongoing Intern Coordinator, Sports Department

Ingrid Kelly, Reporter

6-5-2017 Commencement Speaker, Gesu Catholic High School
 12-2-2017 Guest Speaker, Urban League of Detroit & Southeastern Michigan

Derek Kevra, Meteorologist/Anchor

7-18-2017 Guest Speaker, STEM Summer Camp Weather Lessons, Middle School Students, Ann Arbor
 8-21-2017 Guest Speaker, Cranbrook High School, Solar Eclipse with Kids of all ages, Bloomfield Hills
 10-17-2017 Guest Speaker, University of Michigan
 3-7-2018 Guest Speaker, Priest Elementary School
 4-19-2018 Guest Speaker, Priest Elementary School, Weather Discussions
 4-27-2018 Guest Speaker, Rosebrook Child Development Center.
 5-4-2018 Guest Speaker, Maybury Elementary School, Weather Information

Sky Kerstein, Sports Producer

6-19-2017- Adjunct Teaching Staff, Sports Broadcasting, De La sale High School
 6-27-2017
 6-22-2017- Adjunct Teaching Staff, Sports Broadcasting, De La sale High School
 6-29-2017
 3-20-2018 Guest Speaker, Specs Howard, Southfield
 4-20-2018 Guest Speaker, Western Michigan University, Broadcasting and Journalism

Alex Kimbrough, Director

10-19-2017 Guest Speaker, Wayne State University, Journalism Day Internship Fair

Rick Kinstle, Technical Director/Audio Engineer

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Josh Landon, Reporter/Anchor

6-2-2017 Guest Speaker, Wayne Elementary School
6-6-2017 Guest Speaker, Jalen Rose Leadership Academy High School
6-11-2017 Commencement Speaker, Denby High School
2-8-2018 Guest Speaker, Black History Month Writing Competition Scholarship Awards
3-2-2018 Guest Speaker, Fox Elementary School
3-21-2018 Guest Speaker, Dickinson West Elementary School (Reading Month)
3-28-2018 Guest Speaker, Wayne Elementary School
3-30-2018 Guest Speaker River Oak

Amy Lange, Anchor/Reporter

2-15-2018 Guest Speaker, DTE Media Panel, Wayne State University
3-15-2018 Guest Speaker, Barth Elementary School
3-15-2018 Guest Speaker, Media Discussion's Real Vs Fake News, Marygrove College
3-16-2018 Guest Speaker, STEAM Academy

Charlie Langton, Anchor/Reporter

9-2-2017 Guest Speaker, Michigan State University
9-13-2017 Guest Speaker, Michigan State University
9-15-2017 Guest Speaker, Michigan State University Journalism Seminar
9-22-2017 Guest Speaker, Macomb Intermediate School District
10-2-2017 Guest Speaker, Royal Oak High School, Career Day
3-2-2018 Guest Speaker, Semile Academy
3-12-2018 Guest Speaker, Carnie Academy
3-26-2018 Guest Speaker, Rogers Middle School
4-2-2018 Guest Speaker, Michigan State University, College of Law

Rich Luterman, Chief Meteorologist/Anchor

9-28-2017 Guest Speaker, Churchill High School, Science Class
5-8-2018 Guest Speaker, Ferndale Middle School, Science Class
5-31-2018 Guest Speaker, Weather Day, Oakland University

Sherry Margolis, Anchor

6-9-2017 Guest Speaker, Dedication Ceremony for the Literacy Garden, West Bloomfield High School.

Dan Miller, Sports Director/Anchor

1-9-2018 Mentorship, Bowling Green Ohio, Broadcasting Students
4-14-2018 Guest Speaker, NFL Broadcast Camp, Bowling Green Ohio
5-3-2018 Mentorship, Florida State University, Journalism Student
5-6-2018 Mentorship, Michigan State University, Journalism Student

Maria Molina, Meteorologist/Anchor

9-15-2018 Guest Speaker, Center for Latin American Studies, Wayne State University

Laura Moore, Assistant News Director

Ongoing Intern Coordinator, Junior and Senior College Students of Broadcasting/Journalism
10-19-2017 Guest Speaker, Wayne State University, Journalism Day Internship Fair

Huel Perkins, Anchor

9-22-2017 Guest Speaker, Macomb Intermediate School District
3-1-2018 Guest Speaker, Detroit Public Schools

Lori Pinson, Meteorologist/Anchor

10-15-2017 Guest Speaker, Host Forest Park Elementary School
3-14-2018 Guest Speaker, West Maple Elementary School
3-15-2018 Guest Speaker, Ellen Thompson Elementary School
5-21-2018 Guest Speaker, Ellen Thompson Elementary School, Weather Discussions

Roop Raj, Reporter/Anchor

Ongoing Adjunct Journalism Teaching staff, Lawrence Institute of Technology
7-27-2017 Guest Speaker, Lawrence Tech University
8-24-2017 Guest Speaker, Wayne State University Journalism Class
10-20-2017 Guest Speaker, Keynote Address, West Bloomfield High School, National Honor Society
11-7-2017 Guest Speaker, University of Michigan Journalism Students

1-15-2018 Guest Speaker, Ford Motor Company Scholarships Awards
2-4-2018 Guest Speaker, Troy High School
2-14-2018 Guest Speaker, Birmingham Youth Assistance Program
3-23-2018 Guest Speaker, Utica Schools, Teacher of the Year.

Connie Smith, News Producer

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-stories

Alyssa Strickland, Producer

Ongoing Chapter Advisor, Central Michigan University

Ongoing Recruitment Specialist, Sigma Sigma Sigma Sorority's National Organization

Lee Thomas, Anchor/Entertainment Reporter

9-1-2017 Guest Speaker, Forensic Team Mixer, Wayne State University
11-1-2017 Guest Speaker, Diversity Summit, Wayne State University
11-8-2017 Guest Speaker, Graduate Class 2017, Wayne State University
12-8-2017 Guest Speaker, Communications Department, Wayne State University

Jay Towers, Anchor

10-27-2017 Guest Speaker, Rochester College
3-13-2018 Guest Speaker, Priest Elementary School
3-20-2018 Guest Speaker, Waterford Montessori Elementary School

Rob Wolchek, Reporter

6-2-2017 Mentorship, Ithica College, New York
8-14-2017 Mentorship, Michigan State Student
7-17-2017 Mentorship, Oakland University
10-14-2017 Mentorship, University of Detroit Mercy
2-2-2018 Mentorship, Ithica College, New York
3-2-2018 Mentorship, Oakland University
4-26-2018 Speaker, Business Students, Lutheran North High School

Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting:

Roop Raj, Reporter/Anchor

Ongoing: Keynote Speaker, Bloomfield Youth Assistance Annual Outstanding Youth Citizen Dinner Program (providing scholarships and enrichment opportunities for students of the Bloomfield Hills School District)

Ongoing: "Money Monday" reports re: ways parents can influence their children in establishing solid financial values, including charitable giving; helping college students establish good credit as they plan for life and work outside of the campus setting; red flags to note when applying for college scholarships.

Participation in other activities designed by the station employment unit reasonably calculated to further goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

Danelle Aboud, Manager, Assignment Desk

2-19-2018 Job Shadow Host, Oakland University, College Student
3-9-2018 Job Shadow Host, Central Michigan University College Student

Gordie Connelly, Stagehand

10-19-2017 Host of Station Tour, Visitors, Wayne County Community College
2-8-2018 Host of Station Tour, Visitors, Wayne County Community College

M.L. Elrick, Reporter

8-18-2017 Host of Station Tour, Led Sendoykas Family, Maison Elementary School

10-20-2017 Job Shadow-Host Michigan State University College Student
10-31-2017 Job Shadow-Host, Michigan State University College Student
12-29-2017 Job Shadow-Host, Regina High School Student
1-3-2018 Job Shadow-Host, Michigan State University College Student
1-4-2018 Job Shadow-Host, Michigan State University College Student
1-18-2018 Job Shadow-Host, Michigan State University College Student

Katie Fehr, Community Service Director

4-7-2018 Host of Station Tour, Women in broadcasting

Monica Gayle, Anchor

12-11-2017 Job Shadow Host, Oakland Community College Student

2-8-2018 Job Shadow Host, Grosse Pointe High School Student

Jennifer Hammond, Sports Reporter

6-6-2017 Host of Station Tour, Visitors Birmingham High School

4-10-2018 Job Shadow Host, Central Michigan University College Student

5-30-2018 Host of Station Tour, Seaholm High School

Sky Kerstein, Sports Producer

4-15-2017 Job Shadow Host, Western Michigan University, Broadcasting Graduate

7-15-2017 Job Shadow Host, Western Michigan University College Student

8-2-2017 Job Shadow Host, Western Michigan University College Student

11-2-2017 Job Shadow Host, Western Michigan University College Student

11-7-2017 Job Shadow Host, Michigan State University College Student

11-8-2017 Job Shadow Host, Western Michigan University College Student

11-9-2017 Job Shadow Host, Western Michigan University College Student

2-1-2018 Job Shadow Host, Michigan State University College Student

2-18-2018 Job Shadow Host, University of Michigan College Student

Al Johnson, Planning Editor

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-story

Cynde Johnson, Assignment Editor

Ongoing Online alumni profile, Specs Howard School of Media Arts, specshoward.edu/graduate-story

Derek Kevra, Meteorologist/Anchor

12-19-2017 Host of Station Tour, Visitors, 10-50 School Students

4-22-2017 Host of Station Tour, Visitors, Farmington Hill High School Students

Amy Lange, Reporter/Anchor

3-22-2018 Host of Station Tour, Visitors, U of D Jesuit Journalism Class.

Charlie Langton, Anchor/Reporter

5-31-2018 Host of Station Tour, Visitors from Oakland County Youth Assistance Mentoring Program

Rich Luterman, Chief Meteorologist/Anchor

5-29-2018 Job Shadow Host, Novi High School Student

Dan Miller, Sports Director/Anchor

05-01-

05-31-2018 Job Shadow Host, Detroit Country Day and Cranbrook Upper School Students

Laura Moore, Assistant News Director

3-8-2018 Host of Station Tour, 4th Graders & Teachers, Charles Wright Academy of Arts and Science

Roop Raj, Reporter/Anchor

7-27-2017 Job Shadow Host, Lawrence Tech University

9-29-2017 Host of Station Tour, Visitors, (15) Students, Lawrence Tech University

2-20-2018 Host of Station Tour, Visitors, Troy High School

Lee Thomas, Anchor/Entertainment Reporter

8-19-2016 Job Shadow Host, Journalism Student

Rob Wolchek, Reporter

9-12-2017 Job Shadow Host, Central Michigan University Student